How to Fill Out New Employee Forms

Form: I-9 Employment Eligibility Verification, W4, WH-4 County Withholding & Payroll Direct Deposit

2015





Employment Eligibility Verification

Department of Homeland Security

U.S. Citizenship and Immigration Services

USCIS Form I-9

OMB No.1615-0047 Expires 03/31/2016

START HERE. Read instructions carefully before completing this form. The instructions must be available during completion of this form ANTI-DISCRIMINATION NOTICE: It is illegial to discriminate against work authorized individuals. Employers CANNOT specify which document(s) they will accept from an employee. The refusal to hire an individual because the documentation presented has a future expiration date may also constitute illegal discrimination.

ast Name (Family Name)	First Name (Given Name	e) Middle hitial	Other Names	Used (#	any)
Address(Street Number and Name)	Apt. Number	City or Town	St	ate	Zip Code
Date of Birth (mm/dol/yyyy) U.S. Social Sec	urity Number Email Addres	ES .		Teleph	none Number
am aware that federal law provides for connection with the completion of this		fines for false statements	or use of fa	ise do	cumentsin
attest, under penalty of perjury, that I	l am (check one of the fo	ollowing):			
A citizen of the United States					
A noncitizen national of the United S	tates (See instructions)				
A lawful permanent resident (Alien R	egistration Number/USCI	S Number):			
An alien authorized to work until (expirati (See instructions)	ion date, if applicable, mm/do	1 /yyyy)	. Some aliens	maywri	te"N/A" in this field.
For aliens authorized to work, provid	e your Alien Registration i	Number/USC/S Number OF	R Form 1-94 /	Adım issi	ion Number:
1. Alien Registration Number/USCIS	Number:				
OR				Do No	3-D Barcode of Write in This Spac
2. Form I-94 Admission Number:					·
If you obtained your admission nu States, include the following:	mber from CBP in connec	tion with your arrival in the	United		
Foreign Passport Number:					
Country of Issuance:					
Some aliens may write "N/A" on th	e Foreign Passport Numb	ber and Country of Issuanc	e fields. (See	instruc	tions)
ignature of Employee:			Date (mm/d	ld/yyyy):	
reparer and/or Translator Certific mployee.)	cation (To be completed	and signed if Section 1 is p	repared by a	persor	other than the
attest, under penalty of perjury, that I formation is true and correct.	l have assisted in the co	mpletion of this form and	ithattothe	best of	my knowledgeth
gnature of Preparer or Translator:				Date (mm/dd/yyyy):
ast Name (Family Name)		First Name (Give	en Mame)		

FORM I-9 **Employment Eligibility** Verification

• This form is used to document that each new employee (both citizen and noncitizen) is authorized to work in the United States.





1-9 Section 1



Employment Eligibility Verification

Department of Homeland SecurityU.S. Citizenship and Immigration Services

USCIS Form I-9 OMB No. 1615-0047 Expires 03/31/2016

▶START HERE. Read instructions carefully before completing this form. The instructions must be available during completion of this form.

ANTI-DISCRIMINATION NOTICE: It is illegal to discriminate against work-authorized individuals. Employers CANNOT specify which document(s) they will accept from an employee. The refusal to hire an individual because the documentation presented has a future expiration date may also constitute illegal discrimination.

Section 1. Employee Information and than the first day of employment, but not before	•		and sign Se	ection 1 of	Form I-9 no later
ast Name (Family Name) First Name (Given Name) Middle Initial Other Names Used (if any)					
Address (Street Number and Name)	Apt. Number	City or Town	S	State	Zip Code
Date of Birth (mm/dd/yyyy) U.S. Social Security Nur	nber E-mail Address	S		Telepho	ne Number

• Please complete and sign the highlighted portion of Section 1. Use your legal name as it appears on your Social Security Card, driver's license, and/or passport.

Form I-9 Continued

- As a new employee you will be expected to complete section 1 of Form I-9 on the first day of employment or before.
- You must also provide original, unexpired documentation to support Form I-9 within four business days. Photocopies of documents is not acceptable. The next slide details the list of acceptable documents you may provide.



LISTS OF ACCEPTABLE DOCUMENTS All documents must be UNEXPIRED

Employees may present one selection from List A or a combination of one selection from List B and one selection from List C.

	c	

Documents that Establish Both Identity and Employment Authorization

LIST B

Documents that Establish Identity

LIST C

Documents that Establish Employment Authorization

AND

- 1. U.S. Passport or U.S. Passport Card
- Permanent Resident Card or Alien Registration Receipt Card (Form I-551)
- Foreign passport that contains a temporary I-551 stamp or temporary I-551 printed notation on a machinereadable immigrant visa
- Employment Authorization Document that contains a photograph (Form 1-766)
- For a nonimmigrant alien authorized to work for a specific employer because of his or her status:
 - a. Foreign passport; and
 - **b.** Form I-94 or Form I-94A that has the following:
 - The same name as the passport; and
 - (2) An endorsement of the alien's nonimmigrant status as long as that period of endorsement has not yet expired and the proposed employment is not in conflict with any restrictions or limitations identified on the form
- 6. P assport from the Federated States of Micronesia (FSM) or the Republic of the Marshall Islands (RMI) with Form I-94 or Form I-94A indicating nonimmigrant admission under the Compact of Free Association Between the United States and the FSM or RMI

- Driver's license or ID card issued by a State or outlying possession of the United States provided it contains a photograph or information such as name, date of birth, gender, height, eye color, and address
- ID card issued by federal, state or local government agencies or entities, provided it contains a photograph or information such as name, date of birth, gender, height, eye color, and address
- 3. School ID card with a photograph
- Voter's registration card
- 5. U.S. Military card or draft record
- Military dependent's ID card
- U.S. Coast Guard Merchant Mariner Card
- 8. Native American tribal document
- Driver's license issued by a Canadian government authority

For persons under age 18 who are unable to present a document listed above:

- 10. School record or report card
- 11. Clinic, doctor, or hospital record
- 12. Day-care or nursery school record

- A Social Security Account Number card, unless the card includes one of the following restrictions:
 - (1) NOT VALID FOR EMPLOYMENT
 - (2) VALID FOR WORK ONLY WITH INS AUTHORIZATION
 - (3) VALID FOR WORK ONLY WITH DHS AUTHORIZATION
- Certification of Birth Abroad issued by the Department of State (Form FS-545)
- Certification of Report of Birth issued by the Department of State (Form DS-1350)
- 4. Original or certified copy of birth certificate issued by a State, county, municipal authority, or territory of the United States bearing an official seal
- 5. Native American tribal document
- 6. U.S. Citizen ID Card (Form I-197)
- Identification Card for Use of Resident Citizen in the United States (Form I-179)
- Employment authorization document issued by the Department of Homeland Security

I-9 Documents

- If you chose a
 document from LIST B,
 you must provide a
 current photo ID
- Employee must supply either one document from List A; <u>OR</u> two documents: one from List B <u>AND</u> one from List C.



I-9, Section 2 continued

- Do not fill out any part of this section
- The employing officer must complete and sign this section.

Section 2. Employer or Authorized Representative Review and Verification

(Employers or their authorized representative must complete and sign Section 2 within 3 business days of the employee's first day of employment. You must physically examine one document from List A OR examine a combination of one document from List B and one document from List C as listed on the "Lists of Acceptable Documents" on the next page of this form. For each document you review, record the following information: document title, issuing authority, document number, and expiration date, if any.)

Employee Last Name, First Name and Middle Initial from Section 1:							
List A Identity and Employment Authorization	OR	List B Identity	AND	List C Employment Authorization			
Document Title:	Docu	ment Title:	Docur	nent Title:			
Issuing Authority:	Issuir	ng Authority:	Issuin	g Authority:			
Document Number:	Docu	ment Number:	Docur	nent Number:			
Expiration Date (if any)(mm/dd/yyyy):	Expir	ation Date (if any)(mm/dd/yyyy):	Expira	tion Date (if any)(mm/dd/yyyy):			
Document Title:							



Form W-4 (2015)

Purpose. Complete Form W-4 so that your employer can withhold the correct federal income tax from your pay. Consider completing a new Form W-4 each year and when your personal or financial situation changes.

Exemption from withholding. If you are exempt, complete only lines 1, 2, 3, 4, and 7 and sign the form to validate it. Your exemption for 2015 expres February 16, 2016. See Pub. 505, Tax Withholding and Estimated Tax.

Note. If another person can claim you as a dependent on his or her tax return, you cannot claim exemption from withholding if your income exceeds \$1,000 and includes more than \$350 of unearned income (for example, interest and dividends).

Exceptions. An employee may be able to claim exemption from withholding even if the employee is a dependent, if the employee:

- Is age 65 or older.
- . Is blind, or
- Will claim adjustments to income; tax credits; or itemized deductions, on his or her tax return.

The exceptions do not apply to supplemental wages greater than \$1,000,000.

Basic instructions. If you are not exempt, complete the Personal Allowances Worksheet below. The worksheets on page 2 further adjust your withholding allowances based on itemized deductions, certain credits, adjustments to income, or two-earners/multiple jobs situations.

Complete all worksheets that apply. However, you mages, withholding must be based on allowances you claimed and may not be a flat amount or percentage of wages.

Head of household. Generally, you can claim head of household filing status on your tax return only if you are unmarried and pay more than 50% of the costs of keeping up a home for yourself and your dependent(s) or other qualifying individuals. See Pub. 501, Exemptions, Standard Deduction, and Filing Information, for information.

Tax credits. You can take projected tax credits into account in figuring your allowable number of withholding allowances. Credits for child or dependent care expenses and the child tax credit may be claimed using the Personal Allowances Worksheet below. See Pub. 505 for information on converting your other credits into withholding allowances. Nonwage income. If you have a large amount of nonwage income, such as interest or dividends, consider making estimated tax payments using Form 1040-ES, Estimated Tax for Individuals. Otherwise, you may one additional tax. If you have persion or annuity income, see Pub. 505 to find out if you should adjust your withholding on Form W-4 or W-4P.

Two earners or multiple jobs. If you have a working spouse or more than one job, figure the total number of allowances you are entitled to claim on all jobs using worksheets from only one Form W-4. Your withholding usually will be most accurate when all allowances are claimed on the Form W-4 for the highest paying job and zero allowances are claimed on the others. See Pub. 036 for details.

Nonresident alien. If you are a nonresident alien, see Notice 1392, Supplemental Form W-4 Instructions for Nonresident Aliens, before completing this form.

Check your withholding. After your Form W-4 takes effect, use Pub. 805 to see how the amount you are having withheld compares to your projected total tax for 2015. See Pub. 805, especially if your earnings exceed \$130,000 (Single) or \$180,000 (Married).

Future developments. Information about any future developments affecting Form W-4 (such as legislation enacted after we release it) will be posted at www.irs.gov/w4.

Personal Allowances Worksheet (Keep for your records.) Enter "1" for vourself if no one else can claim you as a dependent You are single and have only one job; or Enter "1" if: . You are married, have only one job, and your spouse does not work; or Your wages from a second job or your spouse's wages (or the total of both) are \$1,500 or less. Enter "1" for your spouse, But, you may choose to enter "-0-" if you are married and have either a working spouse or more Enter number of dependents (other than your spouse or yourself) you will claim on your tax return Enter "1" if you will file as head of household on your tax return (see conditions under Head of household above) Enter "1" if you have at least \$2,000 of child or dependent care expenses for which you plan to claim a credit (Note, Do not include child support payments, See Pub. 503, Child and Dependent Care Expenses, for details.) Child Tax Credit (including additional child tax credit). See Pub. 972, Child Tax Credit, for more information. If your total income will be less than \$65,000 (\$100,000 if married), enter "2" for each eligible child: then less "1" if you have two to four eligible children or less "2" if you have five or more eligible children. If your total income will be between \$65,000 and \$84,000 (\$100,000 and \$119,000 if married), enter "1" for each eligible child. Add lines A through G and enter total here. (Note. This may be different from the number of exemptions you claim on your tax return.) > H If you plan to itemize or claim adjustments to income and want to reduce your withholding, see the Deductions For accuracy, and Adjustments Worksheet on page 2. complete all If you are single and have more than one job or are married and you and your spouse both work and the combined earnings from all jobs exceed \$50,000 (\$20,000 if married), see the Two-Earners/Multiple Jobs Worksheet on page 2 to worksheets avoid having too little tax withheld. that apply. If neither of the above situations applies, stop here and enter the number from line H on line 5 of Form W-4 below. Separate here and give Form W-4 to your employer. Keep the top part for your records. W-4 Employee's Withholding Allowance Certificate OMB No. 1545-0074 Whether you are entitled to claim a certain number of allowances or exemption from withholding is Department of the Treasury subject to review by the IRS. Your employer may be required to send a copy of this form to the IRS. Informal Revenue Service Home address (number and street or rural route) 3 Single Married Married, but withhold at higher Single rate. Note. If married, but legally separated, or spouse is a nonresident alien, check the "Single" box. City or town, state, and ZIP code 4 If your last name differs from that shown on your social security card, check here. You must call 1-800-772-1213 for a replacement card. ▶ Total number of allowances you are claiming (from line H above or from the applicable worksheet on page 2) I claim exemption from withholding for 2015, and I certify that I meet both of the following conditions for exemption. Last year I had a right to a refund of all federal income tax withheld because I had no tax liability, and This year I expect a refund of all federal income tax withheld because I expect to have no tax liability Under penalties of perjury, I declare that I have examined this certificate and, to the best of my knowledge and belief, it is true, correct, and complete. Employee's signature

Form W-4 Federal Withholding

• Complete Form W-4 so your employer can withhold the correct federal income tax from your pay.



SPD

(This form is not valid unless you sign it.) ▶

W-4, Lines 1-10

 Employee should complete and sign this worksheet referring to the instructions as needed.

F	W-4	Employee	e's Withholding	g Allowan	ce Certificat	te	OMB No. 1545-0074
	nent of the Treasury Revenue Service		led to claim a certain numb e IRS. Your employer may b				2015
1	Your first name a	and middle initial	Last name			2 Your socia	security number
	Home address (r	number and street or rural route)		3 Single	Married Marri	ied, but withhold	at higher Single rate.
				Note. If married, b	ut legally separated, or spo	use is a nonresident	alien, check the "Single" box.
	City or town, star	te, and ZIP code		4 If your last na	ame differs from that s	shown on your se	ocial security card,
				check here.	You must call 1-800-7	72-1213 for a re	placement card. 🕨 🗌
5	Total number	of allowances you are clai	ning (from line H above	or from the app	licable worksheet o	on page 2)	5
6	Additional am	ount, if any, you want with	held from each payched	k			6 \$
7	I claim exemp	tion from withholding for 2	015, and I certify that I r	neet both of the	e following condition	ns for exempti	on.
	 Last year I h 	ad a right to a refund of al	federal income tax with	held because I	had no tax liability,	and	
	• This year I e	xpect a refund of all federa	al income tax withheld b	ecause I expect	t to have no tax liab	ility.	
	If you meet bo	oth conditions, write "Exen	pt" here			7	•
Under	penalties of perj	ury, I declare that I have exa	mined this certificate and	l, to the best of n	ny knowledge and be	elief, it is true, o	orrect, and complete.
Emplo	oyee's signature						
		, ınless you sign it.) ▶				Date ►	
8		e and address (Employer: Comp	ete lines 8 and 10 only if sen	ding to the IRS.)	9 Office code (optional)	10 Employer is	dentification number (EIN)
For Pr	rivacy Act and P	aperwork Reduction Act N	otice, see page 2.		Cat. No. 10220Q		Form W-4 (2015)



WH-4, State & County Withholding

(R2 / 8-08) This	form is for the employer's records. Do not send t The completed form should be retur		nt of Revenue.	
Full Name		Social Security Number	er or ITIN	
Home Address	City	State	Zip Code	
Indiana County of Reside	nce as of January 1:		(See instructions)	
Indiana County of Princip	al Employment as of January 1:		(See instructions)	
	Llaurita Olaina Varra Withhalai			_
	How to Claim Your Withholdi			
	on. If you wish to claim the exemption, enter "1" ines 2 through 6. See instructions			-
2. If you are married and your spo	use does not claim his/her exemption, you may	claim it, enter "1"		
	ion for each dependent. Enter number claimed			
	ed if: (a) you and/or your spouse are over the			_
	(b) if you and/or your spouse are legally I	olind.		
	emptions: You are 65 or older \square or blind \square Sp checked			_
5. Add lines 1, 2, 3, and 4. Enter th	ne total here		b	П
6. You are entitled to claim an add	ne total here itional exemption for each qualifying dependent	(see instructions)		Ī
7. Enter the amount of additional s	tate withholding (if any) you want withheld each	pay period	\$	_
8. Enter the amount of additional of	ounty withholding (if any) you want withheld ea	ch pay period	\$	_
I hereby declare that to the best	of my knowledge the above statements are tru	e.		
Signature:			Date:	_

State of Indiana

Form WH-4
State Form 48845 Employee's Withholding Exemption and County Status Certificate

Complete
Form WH-4 so
your employer
can withhold
the correct
state &
county income
tax from your
pay.



WH-4, continued

 If you were not employed or not a Indiana resident—for county of residence, fill in with "not applicable (n/a)" as show in the instructions below as of Jan. 1st

Form WH-4 State Form 48845 (R2 / 8-08)	Form WH-4 State Form 48845 (R2 / 8-08) State of Indiana Employee's Withholding Exemption and County Status Certificate This form is for the employer's records. Do not send this form to the Department of Revenue. The completed form should be returned to your employer.					
Full Name		Social Security Number or ITIN				
Home Address	City	State Zip Code				
	f Residence as of January 1: f Principal Employment as of January 1:					

Instructions for Completing Form WH-4

This form should be completed by all resident and nonresident employees having income subject to Indiana state and/or county income tax.

Print or type your full name, Social Security number or ITIN and home address. Enter your Indiana county of residence and county of principal employment as of January 1 of the current year. If you did not live or work in Indiana on January 1 of the current year, enter "not applicable" on the line(s). If you move to (or work in) another county after January 1, your county status will not change until the next calendar tax year.

Payroll Direct Deposit

AUDITOR OF STATE PAYROLL DIRECT DEP Blate Form 4501 (R12 / 10-00) Approve by Auditor of Blate, 2000 Approve by State Board of Acounts, 2							
INFORMATION AND INSTRUCTIONS:							
You may elect up to two (2) direct deposit acco. # you choose to only have one (1) direct deposit of a flyou choose to have two (2) direct deposit acc or a percentage on the secondary direct deposit acc is. # you already have a primary direct deposit acc is. Pill out the employees portion, attach a video of Check the type of account - checking or saving 7. Sign and date the formes) and return the entire 8. In the event that you already have a second direct institution to sign this form.	It account then you counts you will need it form. count on file with the check, or have your s. sheet to: Auditor of	will only need to fill out both Auditor's Offi financial Insti	to fill out the F the primary a lee, then you o tution fill out it Washington S	PRIMARY nd secon nly need s portion.	DIRI dary : to co	ECT DEPOSIT for forms and you mu mplete the second adianapolis, IN 463	m below. " st enter a dollar amount lary direct deposit form.
Please check this box if you receive yo forwarded to a bank in another country.	энт payroll via di	rect deposit	tata U.S. bi	ink and	the	n have the enth	e payroll amount automatically
PRIMARY DIRECT DEPOSIT							
Name (last, first, middle initial)				Check on	-	Change	Agency name or level 2
Address (number and street, city, state, and ZIP code)					_		Social Security Number
THIS SECTION IS TO BE FILLED II							
NOTE: The Financial institution must be a member of				be able to			
ABA transit-routing number (9 digits)	Employee's deposi					Type of account (che Check)	_
Name of financial institution		Address of fin	ancial institution	(city, state	, and	ZIP code)	
Signature of officer	Tise of officer					Date signed (month,	day, year)
THI. I hereby authorize the Auditor of State to deduc	S SECTION TO						ally transferred to my account
described above. I have read the conditions pr	inted on both sides	of this form	and agree to	them.			
Signature of employee						Date signed (month)	day, year)
					_		
SECONDARY DIRECT DEPOSIT							
Name (last, first, middle initial)				Check on			Agency name or level 2
Address (number and street, city, state, and ZIP code)			Amount	□ *	id	Change Percent	Social Security Number
			\$	or		%	
THIS SECTION IS TO BE FILLED II NOTE: The Financial institution must be a member of							
ABA transit-routing number (9 digits)	Employee's deposi			Je 4012 W	110110	Type of account (che	
	ampoyee's depos					Checki	_
Name of financial institution		Address of fin	ancial institution	(city, state	, and	ZIP Code)	
Signature of officer	Title of officer					Date signed (month,	day, year)
	S SECTION TO I						
I hereby authorize the Auditor of State to deduct account described above. I have read the conditions are the conditional to the conditions are the conditional to th	t from my pay eac	h payday the	amount or pe	roent Inc	ficate them	ed on this form to i.	
Signature of employee						Date signed (month,	day, year)

- This form authorizes the Auditor of State to directly deposit your pay by electronic transfer to a financial institution identified by the employee.
- You may elect up to two (2) accounts for direct deposit.
- Persons electing two (2)
 accounts must fill in the Primary
 and Secondary Direct Deposit
 sections.



If you have a voided check...

 Only fill out the top portion(highlighted below) of the direct deposit sheet ONLY!

Name (last, first, middle initial)		Check one	Agency	name or level 2	
		Add	Change		
Address (number and street, city, state, and ZIP	code)		Social S	ecurity Number	
THIS SECTION IS TO BE FIL	LED IN BY THE FINANCI	L INSTITUTION IN WHICH T	HE EMPLOYEE'S ACC	OUNT IS LOCATED.	
NOTE: The Financial Institution must be a me	mber of the Automated Clearing	ouse System and must be able to har	ndle direct deposits by electron	nic transfer.	
ABA transit-routing number (9 digits)	Employee's depository	ccount number	Type of account (check one)		
			Checking	Savings	
Name of financial institution	Ade	ress of financial institution (city, state, an	d ZIP code)		
Signature of officer	Title of officer		Date signed (month, day, year)	
	THIS SECTION TO BE	READ AND SIGNED BY THE	EMPLOYEE		
hereby authorize the Auditor of State to	deduct from my pay each pa	day an amount equal to my net p	ay to be electronically tran	sferred to my account	
described above. I have read the condi	ions printed on both sides of t	nis form and agree to them.			
Signature of employee			Date signed (month, day, year	-1	

If you NOT have a voided check...

- Please have your bank fill out the highlighted section below.
- Remember fill in your personal information and to sign and date it when its completed

Name (last, first, middle initial)		Check one	Agency name or level 2
		Add	Change
Address (number and street, city, state, and ZIP	code)	· ·	Social Security Number
THIS SECTION IS TO BE FIL	LED IN BY THE FINANCIAL	STITUTION IN WHICH THE	EMPLOYEE'S ACCOUNT IS LOCATED.
NOTE: The Financial Institution must be a me	ember of the Automated Clearing Ho	System and must be able to handle	e direct deposits by electronic transfer.
ABA transit-routing number (9 digits)	Employee's depository acc	t number T	ype of account (check one)
			Checking Savings
Name of financial institution	Addre	financial institution (city, state, and Z	ZIP code)
Signature of officer	Title of officer	D	ate signed (month, day, year)
	THIS SECTION TO BE RE	AND SIGNED BY THE EN	MPLOYEE
			to be electronically transferred to my account
described above. I have read the condi	tions printed on both sides of this	rm and agree to them.	
Signature of employee	<u> </u>	D	Pate signed (month, day, year)



Other payroll option: Visa Bank Card



www.EPPICard.com

- If you do not fill out the payroll form, your 1st paycheck will be a paper check mailed to your home address.
- You will then be issued a Visa check card by mail for future payroll checks to be deposited onto.



Complete all these forms and bring them in on your first day:

- 1. Form I-9 (along with your identification)
- 2. W-4
- 3. WH-4
- 4. Payroll direct deposit form

If you do not have these ready on the first day, you are given a small window to get them submitted.



Thank You

Welcome to Indiana State Employment!

